Staff and Faculty Training Transition: Courses Under Development
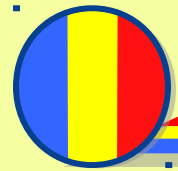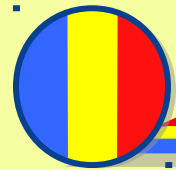
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**(DSN)680-4333**

10 - 11 July 2006

Agenda

- **ADCSOPS&T Guidance**

- **Staff and Faculty Training Courses**

- **Validation**

- **Course Delivery Models**

- **Questions**

ADCSOPS&T Guidance

- **(Mar 04) Update TD process**
  - **Go anywhere, get help from anyone, no sacred cows**
  - **Take about 2 years**

- **(Mar 05) Execute dL Contracts to Train TDers**
  - **Use Performance Improvement Center of Excellence to model dL process**
  - **Approved for start-up at ATSC in FY 05**
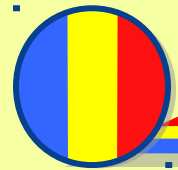
Courseware Under Development /Revision

- **Introduction to Army Performance Improvement (API) and Instructional Design for Performance (IDP) Course**

- **The Army Performance Improvement (API) and Instructional Design for Performance (IDP) Course**

- **Army Performance Improvement (API) and Instructional Design for Performance (IDP) Course/ General Officer/Senior Manager Course**

- **Training Analysis Course (TAC)**

- **Instructional Design for Performance Course (IDP)**

- **Army Basic Instructor Course (ABIC)**

- **Asynchronous Distributed Learning Instructor Course (ADLIC)**

- **Combat, Training, Doctrine Developers Integration Course (CTDDIC)**

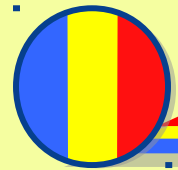- **Training Administration Course (TADMC)**

Instructional Systems Specialist (1750) Track

Level I   **Combat, Training, Doctrine Developers Integration Course (CTDDIC) – ILT**

            Introduction to API & IDP

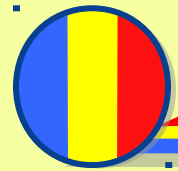   **Army Performance Improvement Course**

Level II   **Training Analysis Course**

            Instructional Design for Performance Course

            Training Administration Course

            Training Development Contract Technical Manager Course (TDCTMC)

            Training Developers Middle Manager Course (TDMMC)

Level III   **Training Evaluators Course**

            Senior Training Manager's Course

            Quality Assurance Course

            API & IDP GO/ Senior Manager

Training Support (1702) Track

Level I   **Combat, Training, Doctrine Developers Integration Course (CTDDIC)**

Introduction to API & IDP

Army Performance Improvement Course

Level II   **Training Analysis Course**

Training Administration Course

Training Development Contract Technical Manager Course (TDCTMC)

Training Developers Middle Manager Course (TDMMC)

Instructional Design for Performance Course

Training Instructor (1712) Track

Level I   **Army Basic Instructor Course**
Introduction to API & IDP
Army Performance Improvement Course

Level II   **Small Group Instructor Training Course**
Distributed Learning Instructor Course (DLIC)
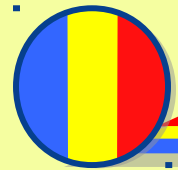**Video-Teletraining Instructor Training Course - VTT**
Asynchronous Distributed Learning Instructor Course

Introduction to Army Performance Improvement (API) and Instructional Design for Performance (IDP) Course

- **TRADOC POC:** Vallery Doe (Carlton Hardy)

- **Contract Period:** 7 Feb 06 – 8 Sep 06

- **Course length:** 8 hours

- **Status:** Validation Begins 10 Jul 06

  The Introduction to Army Performance Improvement (API) and Instructional Design for Performance (IDP) Course is an 8 hour, dL, entry-level course. This course will focus on introducing concepts and processes that support performance improvement and instructional design. The course introduces students to the five-phased API process, the Guided Experiential Learning (GEL) Model used for training design and development, and training administration functions that support API and GEL.

- **TRADOC POC: Vallery Doe (Carlton Hardy)**

- **Contract PoP: 7 Feb 06 – 31 May 07**
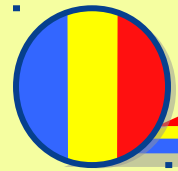
- **Course length: 40 hours**

   The Army Performance Improvement Course (API) is a forty-hour, dL course that teaches the Army Performance Improvement process. The Army performance improvement process identifies the difference between the current performance of an organization or individual and the desired performance. The cause of the performance gap is analyzed; interventions are selected, created and implemented; and training interventions are evaluated to determine if the performance gap has been closed.

API-IDP General Officer/Senior Manager Course

- **TRADOC POC:** **Norma Townsley**

- **Contract PoP:** **6 Apr -15 Oct 06**

- **Course length:** **4 hours**

  The Army Performance Improvement (API) and Instructional Design for Performance (IDP) Course (GO/SM) is a 4 hour, high level overview of the API/IDP process for General Officers and Senior Managers.

Training Analysis Course (TAC)

- **TRADOC POC: Clifford Shaffer**

- **Contract PoP: 1 Mar 06 – 31 May 07**
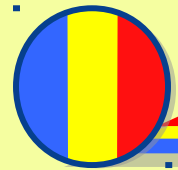
- **Course length: 40 hours**

The Training Analysis Course (TAC) is a forty hour dL course that teaches students to conduct cognitive task analysis for individuals and groups (collective). Students will also become familiar with job analysis procedures.

Instructional Design for Performance (IPD)

- **TRADOC POC: Mike Faughnan**

- **Contract PoP: Ph 1: 7 Feb -30 Aug 0**
                        Ph 2:   1 Sep – 31 Dec 06
                        Ph 3:   1 Jan – 30 May 07
        Ph 4:   1 Apr – 30 Sep 07

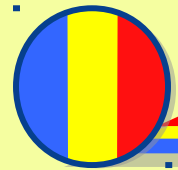- **Course length: 160 hours/ (4) 40 hr phases**

   The Instructional Design for Performance (IPD) is a four-phased, 160 hour, dL course intended to implement the latest research and best practice on how to design a course for individuals and teams based on guided experience-based practice in authentic situations. Students will learn to design and develop lessons, guided demonstrations, practical exercises, and performance tests using procedures from the GEL model.

Army Basic Instructor Course (ABIC)

- **TRADOC POC:** Renee Escoffery

- **Contract PoP:** 29 June 05 – 15 Dec 06
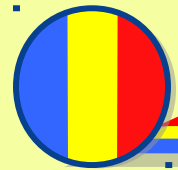
- **Course length:** 80 hrs (8/72)

  The Army Basic Instructor Course (ABIC) is being designed and developed to replace the IBC (Instructor Basic Course) and the Total Army Instructor Training Course (TAITC). ABIC is a comprehensive course that trains Army instructors to deliver training in The Army School System (TASS). The purpose of the course is to train Army instructors in both active and reserve components, as well as train civilian and contract instructors. Lessons will address basic procedures and principles involving instructional preparation, delivery, management and evaluation of instruction. The total length of the course will be at least 80 hours for instructor certification. All lessons must reflect current doctrine and the Contemporary Operational Environment.

- **TRADOC POC: Mike Faughnan**

- **Contract PoP   1 Oct 06 – 30 Sep 07**
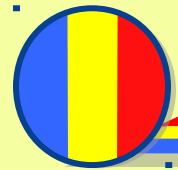
- **Course length: 40 hours**

> **The Asynchronous Distributed Learning Instructor Course (ADLIC) is a 40 hour dL course that will increase instructor effectiveness and trainee morale/satisfactions in asynchronous courses. It will teach TRADOC instructors using instruction and scenario-based exercises that require them to apply the basic principles of asynchronous instruction.**

- **TRADOC POC:**   **Roberta Sparkman**

- **Contract PoP:**   **1 Mar 06 – 31 May 07**
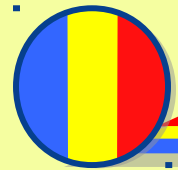
- **Course length:**   **80 hours**

   The Combat, Training, Doctrine Developers Integration Course (CTDDIC) is an 80 blended dL course for CP 32 interns to function as members of an integrated team of combat trainers, combat developers and doctrine developers. The team is responsible for planning the development of solutions to war fighting performance problems.

# Training Administration Course (TADMC)

- **TRADOC POC: MAJ Neil Twentyman**

- **Contract PoP: 1 Mar 06- 31 May 07**

- **Course length: 40 hours**

    The Training Administration Course (TADMC) is a forty-hour, dL course that teaches the concepts and key components of training development activities that are related to managing training. These topics include CATS, TRAS, and automated systems that are related to training development.

Review and Validation Process

- **HQ TRADOC solicited DOT/DOTDs/Staff and Faculties to nominate volunteers to participate in the review or validation process of these courses.**
  - TRADOC received an encouraging response which reflects representation from most of the schools, S&Fs, USARC and National Guard Bureau (NGB)

- **TRADOC is implementing modular validation of the courseware VS end-of-course validation for most of the courses.**

- **Request maximum participation for first module validation.**

- **Two tier validation process**
  - Analysis of end of module test
  - Survey submitted via Zoomerang

- **Patience, patience, patience. We ask for your patience as we go forward with all of these initiatives simultaneously.**
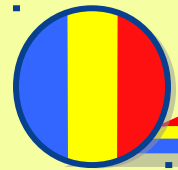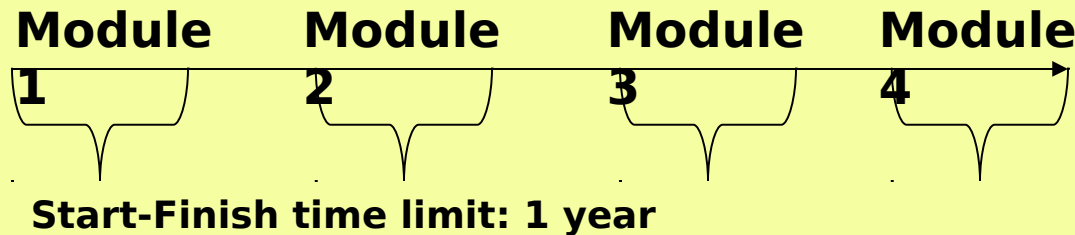
Delivery Models

- **Staff and Faculty Supervised Model**

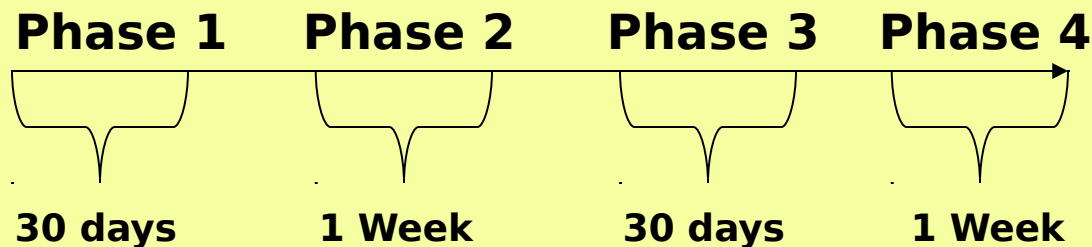 **Module 1** **Module 2** **Module 3** **Module 4**

  Cohort grouping

  Specific start/ completion date
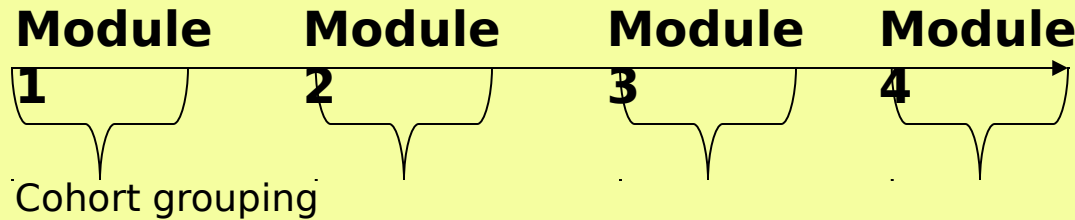
- **Supervisor as instructor Model**

  Module 1 **Module 2** **Module 3** **Module 4**

  Start-Finish time limit: 1 year

  Rolling start date

- **IDP Model (Total instructional time 160 hrs/10 weeks)**

  Phase 1 **Phase 2** **Phase 3** **Phase 4**

  30 days **1 Week** **30 days** **1 Week**

  Specific start/ completion date

  Synchronous

Questions?